

# News

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## **HIGHLIGHTS OF AUSTIN-SAN MARCOS, TX NATIONAL COMPENSATION SURVEY APRIL 2003**

Workers in the Austin-San Marcos, Texas metropolitan area averaged \$17.77 per hour during April 2003, according to a new survey released by the Bureau of Labor Statistics of the U.S. Department of Labor. Regional Commissioner Bob Gaddie reported that white-collar workers averaged \$20.86 per hour and accounted for 66 percent of the workers in the area. Blue-collar employees averaged \$12.05 per hour and represented 20 percent of the workforce, while the remainder worked in service occupations and earned \$11.11 per hour. (See table 1.)

The National Compensation Survey (NCS) presents straight-time earnings for occupations in establishments with 50 or more workers in private industry and State and local governments. The survey excludes agricultural establishments, private households, the self-employed, and the Federal government. This NCS covered 217 firms representing 273,000 workers in the Austin-San Marcos metropolitan area, which is comprised of Bastrop, Caldwell, Hays, Travis, and Williamson Counties in Texas. Seventy percent of those represented worked in private industry.

In the Austin-San Marcos metropolitan area, average hourly wages were published for 37 detailed occupations. (See table 1.) Among white-collar workers, electrical and electronic engineers averaged \$33.80 per hour; registered nurses \$25.35; and secretaries, \$16.23. Blue-collar occupations included bus drivers at \$11.91 per hour and electrical and electronic equipment assemblers at \$10.48. In the service occupations, janitors and cleaners averaged \$8.84 per hour.

Individual earnings within a broad occupational category may differ depending on the industry of employment. For example, blue-collar workers in State and local government at \$14.79 per hour earned more than their counterparts in private industry (\$11.69). The reverse was true for white-collar employees. Specifically, private industry white-collar workers (\$21.48) earned more than corresponding workers in State and local government (\$19.70).

The NCS also provides broad coverage of selected occupational characteristics. (See tables 2 and 3.) For example, full-time employees in the Austin-San Marcos area averaged \$18.68 per hour, considerably more than part-timers at \$10.50. Union workers in blue-collar jobs averaged \$18.23 per hour, well above their nonunion counterparts at \$11.57. Private industry workers *overall* at establishments with 500 or more employees averaged \$22.29 per hour, eclipsing the \$13.65 average hourly wage of those in establishments employing 50-99 workers. In contrast, establishment size had little or no impact on hourly earnings for service workers. At firms with 50-99 employees, service workers averaged \$8.92 per hour compared to \$8.69 for service workers at establishments with 500 or more employees.

The NCS is part of a statistical program that integrates three previously separate surveys of wages and benefits into one comprehensive compensation program increasing the amount of data available. Data provided by the NCS may be used by businesses for establishing pay plans, making decisions concerning plant relocation, and in collective bargaining negotiations. Individuals may use such data to help choose potential careers. Average rates of pay are also available for levels of work within an occupation based on knowledge, skill, independent judgment, supervision received and other factors required on the job.

### **Survey Availability**

Complete survey results are contained in the Austin-San Marcos, TX National Compensation Survey April 2003 (Bulletin 3120-04). While supplies last, single copies of the bulletin are available from the Dallas Information Office by calling 214-767-6970. In addition, data contained in the bulletin are available on the Internet in both text and PDF formats at <http://www.bls.gov/ncs/ocs/compub.htm>. This release can also be obtained from the Bureau's fax-on-demand service in Dallas by dialing 214-767-9613 and requesting document 9506.

For personal assistance or further information on the National Compensation Survey, as well as other Bureau programs, contact the Dallas Information Office at 214-767-6970 from 8:00 a.m. to 11:00 a.m. and 1:00 p.m. to 4:00 p.m. CT.

### **Technical Note**

Because the NCS is a sample survey, it is subject to sampling errors. Sampling errors occur because observations come only from a sample and not from an entire population. The sample used for this survey is one of a number of possible samples of the same size that could have been selected using the sample design. Estimates derived from the different samples would differ from each other. A measure of the variation among these differing estimates is the standard error. It can be used to measure the precision with which an estimate from a particular sample approximates the expected result of all possible samples. The chances are about 68 out of 100 that an estimate from the survey differs from a complete population figure by less than the standard error. The chances are about 90 out of 100 that this difference would be less than 1.6 times the standard error. The statements of comparisons appearing in this publication are significant at a 1.6 standard error level or better. This means that for differences cited, the estimated difference is greater than 1.6 times the standard error of the difference.

Table 1. Mean hourly earnings<sup>1</sup>, all workers<sup>2</sup>: Selected occupations, private industry and State and local government, National Compensation Survey, Austin-San Marcos, TX, April 2003

Occupation <sup>3</sup>	Total		Private industry		State and local government	
	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)
<b>All</b> .....	\$17.77	3.2	\$17.28	4.5	\$18.98	2.7
All excluding sales .....	18.20	3.2	17.81	4.6	19.05	3.1
<b>White collar</b> .....	20.86	2.6	21.48	3.5	19.70	3.2
White collar excluding sales .....	22.05	2.5	23.56	3.1	19.80	3.6
<b>Professional specialty and technical</b> .....	26.47	2.8	28.28	3.8	23.51	2.9
Professional specialty .....	28.12	3.4	31.78	4.8	23.80	3.2
Engineers, architects, and surveyors .....	34.56	2.2	34.74	2.2	—	—
Electrical and electronic engineers .....	33.80	7.7	34.14	8.0	—	—
Engineers, n.e.c. ....	40.01	11.0	40.01	11.0	—	—
Mathematical and computer scientists .....	32.33	13.4	37.26	5.7	—	—
Computer systems analysts and scientists .....	32.81	13.8	38.22	4.7	—	—
Natural scientists .....	—	—	—	—	—	—
Health related .....	28.65	6.4	29.07	6.6	—	—
Registered nurses .....	25.35	4.0	25.51	4.0	—	—
Teachers, college and university .....	26.53	10.3	—	—	—	—
Teachers, except college and university .....	24.83	2.8	14.26	17.8	26.26	1.4
Elementary school teachers .....	25.93	.8	—	—	25.92	.8
Secondary school teachers .....	27.32	2.8	—	—	27.31	2.8
Vocational and educational counselors .....	27.96	9.9	—	—	—	—
Librarians, archivists, and curators .....	—	—	—	—	—	—
Social scientists and urban planners .....	21.93	4.8	—	—	—	—
Social, recreation, and religious workers .....	14.21	11.7	—	—	14.04	16.8
Social workers .....	14.21	11.8	—	—	14.04	16.9
Lawyers and judges .....	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c. ....	32.87	19.3	35.10	17.8	—	—
Technical .....	19.94	4.2	20.24	4.2	15.87	1.6
Licensed practical nurses .....	19.04	9.2	19.57	9.4	—	—
Electrical and electronic technicians .....	20.78	5.3	21.08	4.9	—	—
<b>Executive, administrative, and managerial</b> .....	26.97	4.6	30.10	5.6	23.30	10.1
Executives, administrators, and managers .....	32.41	8.0	34.55	11.6	28.98	16.4
Financial managers .....	41.38	10.4	43.44	10.5	—	—
Administrators, education and related fields .....	47.51	18.5	—	—	48.85	18.6
Managers and administrators, n.e.c. ....	31.59	10.7	31.59	10.7	—	—
Management related .....	21.75	3.6	24.45	5.4	19.37	.8
Accountants and auditors .....	20.30	5.8	25.99	11.2	—	—
Other financial officers .....	19.94	5.0	20.45	8.6	—	—
<b>Sales</b> .....	13.55	10.7	13.58	11.0	—	—
Sales workers, other commodities .....	9.10	3.6	9.10	3.6	—	—
Cashiers .....	8.89	2.6	8.63	.7	—	—
<b>Administrative support, including clerical</b> .....	13.24	2.8	13.67	2.8	12.58	5.5
Supervisors, general office .....	15.44	5.4	—	—	—	—
Secretaries .....	16.23	5.9	16.59	6.8	14.83	2.7
Receptionists .....	11.83	3.8	11.87	4.0	—	—
Records clerks, n.e.c. ....	13.59	7.2	13.58	8.2	—	—
Bookkeepers, accounting and auditing clerks .....	12.05	3.2	12.39	4.2	—	—
Traffic, shipping and receiving clerks .....	12.69	9.3	12.69	9.3	—	—
General office clerks .....	11.42	3.3	13.88	10.3	10.60	1.6
Teachers' aides .....	11.75	.6	—	—	11.75	.6
Administrative support, n.e.c. ....	10.66	12.3	—	—	—	—
<b>Blue collar</b> .....	12.05	7.0	11.69	7.9	14.79	5.4
<b>Precision production, craft, and repair</b> .....	14.07	8.4	13.61	10.5	16.19	2.2
Construction trades, n.e.c. ....	11.22	8.7	—	—	—	—
Electrical and electronic equipment assemblers ..	10.48	9.6	10.48	9.6	—	—
<b>Machine operators, assemblers, and inspectors</b> .....	11.31	4.4	11.28	4.5	—	—
Miscellaneous machine operators, n.e.c. ....	13.08	1.1	13.08	1.1	—	—
<b>Transportation and material moving</b> .....	10.71	15.4	10.56	17.4	11.81	6.2

See footnotes at end of table.

Table 1. **Mean hourly earnings<sup>1</sup>, all workers<sup>2</sup>: Selected occupations, private industry and State and local government, National Compensation Survey, Austin-San Marcos, TX, April 2003** — Continued

Occupation <sup>3</sup>	Total		Private industry		State and local government	
	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)
<b>Blue collar</b> —Continued						
<b>Transportation and material moving</b> —Continued						
Truck drivers .....	\$10.73	23.2	\$10.73	23.2	—	—
Bus drivers .....	11.91	6.8	—	—	\$11.91	6.8
<b>Handlers, equipment cleaners, helpers, and laborers</b>	8.69	4.7	8.64	5.0	—	—
Freight, stock, and material handlers, n.e.c. ....	9.92	3.9	9.92	3.9	—	—
<b>Service</b> .....	11.11	6.3	9.10	5.4	16.92	5.9
Protective service .....	18.05	13.5	—	—	21.16	10.4
Police and detectives, public service .....	23.02	14.0	—	—	23.02	14.0
Food service .....	8.52	7.4	8.44	8.2	9.31	4.7
Waiters, waitresses, and bartenders .....	7.54	31.0	7.54	31.0	—	—
Other food service .....	8.82	4.6	8.75	5.3	9.31	4.7
Food preparation, n.e.c. ....	8.09	6.9	—	—	—	—
Health service .....	11.68	17.1	10.35	21.0	—	—
Health aides, except nursing .....	16.76	17.9	—	—	—	—
Nursing aides, orderlies and attendants .....	10.30	11.4	9.03	12.1	—	—
Cleaning and building service .....	8.76	4.9	8.64	5.8	9.26	4.5
Janitors and cleaners .....	8.84	5.8	8.72	7.2	9.26	4.5
Personal service .....	9.66	7.2	9.35	8.8	—	—

<sup>1</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

<sup>2</sup> All workers include full-time and part-time workers.

<sup>3</sup> A classification system including about 480 individual occupations is used to cover all workers in the civilian economy.

<sup>4</sup> The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 2. **Selected worker characteristics: Mean hourly earnings<sup>1</sup> by occupational group<sup>2</sup>, National Compensation Survey, Austin-San Marcos, TX, April 2003**

Occupational group	Private industry and State and local government					
	Full-time workers <sup>3</sup>	Part-time workers <sup>3</sup>	Union <sup>4</sup>	Nonunion <sup>4</sup>	Time <sup>5</sup>	Incentive <sup>5</sup>
	Mean					
<b>All occupations</b> .....	\$18.68	\$10.50	\$18.23	\$17.76	\$17.73	\$19.06
All excluding sales .....	18.96	11.07	18.23	18.20	18.20	18.51
<b>White collar</b> .....	21.52	13.21	—	20.87	20.90	19.46
White-collar excluding sales .....	22.30	17.23	—	22.06	22.05	—
Professional specialty and technical .....	26.59	24.43	—	26.49	26.47	—
Professional specialty .....	28.25	25.79	—	28.12	28.12	—
Technical .....	19.97	19.50	—	19.96	19.94	—
Executive, administrative, and managerial .....	26.97	—	—	26.97	27.02	—
Sales .....	15.34	8.46	—	13.55	12.11	19.45
Administrative support, including clerical .....	13.46	10.52	—	13.21	13.24	—
<b>Blue collar</b> .....	12.69	7.58	18.23	11.57	11.65	18.43
Precision production, craft, and repair .....	14.47	—	—	13.50	13.42	—
Machine operators, assemblers, and inspectors .....	11.31	—	—	11.41	11.31	—
Transportation and material moving .....	12.24	—	—	9.60	10.59	—
Handlers, equipment cleaners, helpers, and laborers .....	9.10	7.71	—	8.64	8.58	—
<b>Service</b> .....	12.01	8.41	—	11.11	11.11	—
	Relative error <sup>6</sup> (percent)					
<b>All occupations</b> .....	2.8	14.4	7.4	3.2	3.4	11.7
All excluding sales .....	3.0	17.5	7.4	3.3	3.2	10.7
<b>White collar</b> .....	2.4	16.2	—	2.7	3.0	23.5
White-collar excluding sales .....	2.5	18.4	—	2.6	2.5	—
Professional specialty and technical .....	2.5	19.8	—	2.8	2.8	—
Professional specialty .....	3.1	21.2	—	3.4	3.4	—
Technical .....	4.2	16.7	—	4.2	4.2	—
Executive, administrative, and managerial .....	4.6	—	—	4.6	4.6	—
Sales .....	12.2	5.1	—	10.7	9.1	25.0
Administrative support, including clerical .....	3.0	5.7	—	2.8	2.8	—
<b>Blue collar</b> .....	5.7	9.4	8.7	7.2	6.2	11.5
Precision production, craft, and repair .....	8.0	—	—	8.9	7.8	—
Machine operators, assemblers, and inspectors .....	4.4	—	—	4.9	4.4	—
Transportation and material moving .....	11.5	—	—	12.0	15.7	—
Handlers, equipment cleaners, helpers, and laborers .....	3.6	8.5	—	4.7	4.9	—
<b>Service</b> .....	5.1	13.9	—	6.3	6.3	—

<sup>1</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

<sup>2</sup> A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information (from full publication).

<sup>3</sup> Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

<sup>4</sup> Union workers are those whose wages are determined through collective bargaining.

<sup>5</sup> Time workers' wages are based solely on an hourly rate or salary; incentive workers are those whose wages are at least partially based on productivity payments such as piece rates, commissions, and production bonuses.

<sup>6</sup> The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A in full publication.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.

Table 3. **Establishment employment size: Mean hourly earnings<sup>1</sup> by occupational group<sup>2</sup>, private industry, National Compensation Survey, Austin-San Marcos, TX, April 2003**

Occupational group	Full-time and part-time workers				
	All private industry workers	50 - 99 workers <sup>3</sup>	100 workers or more		
			Total	100 - 499 workers	500 workers or more
	Mean				
<b>All occupations</b> .....	\$17.28	\$13.65	\$19.01	\$16.53	\$22.29
All excluding sales .....	17.81	14.45	19.32	16.85	22.16
<b>White collar</b> .....	21.48	17.72	22.70	20.21	25.33
White-collar excluding sales .....	23.56	22.22	23.89	22.16	25.30
Professional specialty and technical .....	28.28	29.03	28.12	26.37	28.82
Professional specialty .....	31.78	31.92	31.75	28.76	33.08
Technical .....	20.24	22.11	19.85	19.41	20.00
Executive, administrative, and managerial .....	30.10	28.83	30.33	29.47	31.96
Sales .....	13.58	9.52	16.47	14.87	25.76
Administrative support, including clerical .....	13.67	13.95	13.57	12.95	14.29
<b>Blue collar</b> .....	11.69	11.15	12.05	11.22	13.86
Precision production, craft, and repair .....	13.61	13.61	13.61	13.81	13.43
Machine operators, assemblers, and inspectors .....	11.28	8.49	11.96	11.51	13.14
Transportation and material moving .....	10.56	—	12.78	11.12	—
Handlers, equipment cleaners, helpers, and laborers .....	8.64	8.89	8.49	8.20	—
<b>Service</b> .....	9.10	8.92	9.31	9.60	8.69
	Relative error <sup>4</sup> (percent)				
<b>All occupations</b> .....	4.5	10.6	5.0	9.0	3.7
All excluding sales .....	4.6	11.2	4.9	9.6	3.5
<b>White collar</b> .....	3.5	12.9	4.0	8.7	2.0
White-collar excluding sales .....	3.1	12.4	2.7	7.3	1.4
Professional specialty and technical .....	3.8	15.1	2.3	9.6	1.8
Professional specialty .....	4.8	18.7	2.6	11.7	2.4
Technical .....	4.2	5.0	5.2	7.6	6.7
Executive, administrative, and managerial .....	5.6	25.9	2.8	5.9	6.4
Sales .....	11.0	13.3	16.5	17.7	26.1
Administrative support, including clerical .....	2.8	8.0	3.1	3.2	4.7
<b>Blue collar</b> .....	7.9	18.8	6.6	5.8	10.5
Precision production, craft, and repair .....	10.5	18.8	11.1	9.9	16.4
Machine operators, assemblers, and inspectors .....	4.5	10.7	6.2	7.8	2.7
Transportation and material moving .....	17.4	—	16.9	7.2	—
Handlers, equipment cleaners, helpers, and laborers .....	5.0	7.9	7.6	8.0	—
<b>Service</b> .....	5.4	7.6	5.3	4.2	14.1

<sup>1</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

<sup>2</sup> A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B in full publication for more information.

<sup>3</sup> Establishments classified with 50-99 workers may contain

establishments with fewer than 50 due to staff reductions between survey sampling and collection.

<sup>4</sup> The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A in full publication.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.